

Refugee Trauma Initiative

Job title: Clinical Lead	
Team: Programmes	Role will include travel to visit RTI team in Greece and to visit/train in country partners
Contract Length: 12 months, with a view to working with RTI for a number of years.	Salary: 37-45k dependent on experience (paid as a consultant to start with)
Background <p>Refugee Trauma Initiative (RTI) is at a critical stage in its development. Founded in 2016 RTI is committed to supporting community and frontline workers to bring non-clinical mental health support to every child and family affected by violence and displacement. Our mission is to help communities heal from violence and displacement. Our vision is world where a caring mental health worker is within reach of anyone affected by trauma.</p> <p>After five years of delivering direct services for families, young children, young people and men and women in Greece, RTI is expanding its geographic scope, replicating its model to train frontline workers and support local organisations in additional countries and communities, as well as providing training and capacity building to larger aid agencies.</p> <p>RTI seeks an experienced Clinical Lead with experience as a clinician, trainer, manager and in developing training courses to join RTI's team at this exciting stage to support RTI's expansion. The postholder will play a key role joining RTI's programmes team to oversee and implement RTI's therapeutically informed psychosocial direct delivery, training and capacity building work. The post-holder will hold management responsibilities. They will lead and be accountable for a range of RTI's therapeutic programmes, holding responsibility for training, safeguarding and quality assurance.</p> <p>Applications are strongly encouraged from people with lived experience as refugees or with second-generation experience.</p>	
Safeguarding:	

The role-holder will have experience working according to ethical and good practice safeguarding principles. They will be expected to adhere to and promote RTI's Child and Vulnerable Adult Safeguarding Policies as they will be involved and responsible for programmes working with children and vulnerable groups in different settings.

Role Objectives:

The role holder will have responsibility for the high-quality implementation and oversight of the following programmes according to RTI's trauma-sensitive, identity-informed, and values-based core principles:

- RTI's therapeutic group work provision - ensuring high quality, safe, online and in-person therapeutic groupwork spaces with displaced communities
- RTI's Humanitarian Wellbeing Programme - supporting the wellbeing of frontline humanitarian workers, and training and capacity building humanitarian organisations to improve their organisations wellbeing policies and practices
- RTI's training for therapists – developing and launching CPD (continuous professional development) online training sessions for non-RTI therapists, to support improved practice for working when refugee clients
- RTI's clinical supervision programme – providing & overseeing the provision of quality clinical supervision for a range of facilitators working with RTI including therapists & community facilitators in training
- Training Accreditation - accrediting RTI's training material via a relevant university that will provide a suitable qualification for facilitators who go through RTI's training journey.
- Clinical Measures review – work with RTI's Monitoring & Evaluation team to review and select clinical outcome measures that reflect RTI's work and are appropriate measurement tools with the communities RTI and partners work with
- RTI consultancies trainer – lead and develop RTI's training and capacity building programme with larger aid agencies to support them to become more trauma & identity informed.
- Ensure safe practice across RTI's programmes, holding clinical & safeguarding responsibility for RTI's direct delivery work and providing clinical & safeguarding guidance to RTI partner organisations as needed.
- Advise and deliver RTI's ongoing training and capacity building programmes as required.

Responsibilities include:

Therapeutic work

- **Oversight of RTI's therapeutic group work provision - ensuring high quality, safe, online and in-person therapeutic groupwork spaces with displaced communities**
 - Recruiting & managing RTI's associate therapist team
 - Managing HR logistics with RTI's operations team
 - Overseeing (and personally providing as relevant) clinical supervision to RTI associate therapists
 - Clinical oversight & safeguarding responsibilities for RTI's therapeutic groupwork
- **RTI's Humanitarian Wellbeing Programme - supporting the wellbeing of frontline humanitarian workers, and training and capacity building humanitarian organisations to improve their organisations wellbeing policies and practices**
 - Continue RTI's Humanitarian Wellbeing Pilot Programme.
 - Work with RTI coalition partners to provide training, capacity building and reflective practice spaces for frontline humanitarian workers
 - Write funding applications as needed to sustain this programme
 - Gather lessons learnt to contribute to sector wide learning
- **RTI's clinical supervision programme – providing & overseeing the provision of quality clinical supervision for a range of facilitators working with RTI including therapists & community facilitators in training**
 - Provide or oversee provision of high-quality clinical supervision sessions for RTI associate therapists and community facilitators trained by RTI with refugee lived experience
 - Reflect on emerging themes from supervision and incorporate learning into service development & delivery

Training

- **RTI's training for therapists – developing and launching CPD (continuous professional development) online training sessions for non-RTI therapists, to support improved practice for working when refugee clients**
 - Implement a short-form training for therapeutic practitioners promoting trauma-sensitive, identity-informed practice, supporting therapists to reflect on unconscious biases that may shape their work
 - Deliver regular training with relevant members of RTI's programmes team (inc. associate therapists)
- **RTI consultancies trainer – lead and develop RTI's training and capacity building programme with larger aid agencies to support them to become more trauma & identity informed**
 - As needed, act as liaison and lead trainer for RTI's consultancies with large aid agencies
 - Develop RTI training materials into training and capacity building suited to the relevant organisation
- **Training**
 - Deliver and develop as needed RTI's training modules including on: safeguarding, trauma-sensitive; culturally competent practice; values-based practice and collective healing methodologies (movement, music, storytelling, healing play and more!) in a dynamic and engaging way

Materials development / course design

- **Training Accreditation - accrediting RTI's training material via a relevant university that will provide a suitable qualification for facilitators who go through RTI's training journey**
 - Responsible for the accreditation of RTI courses by an appropriate qualifying / accrediting body
 - With RTI's programmes team, review RTI's training modules and journeys and develop these into a course for facilitators that can be accredited

- Organise / oversee the accreditation process

- **RTI training resources**

- With the RTI programmes team review and develop RTIs training and capacity building resources including training slides, manuals/accompaniments to training materials, training guides and session plans

Clinical Responsibility

- **Clinical Measures review – work with RTI’s Monitoring & Evaluation team to review and select clinical outcome measures that reflect RTI’s work and are appropriate measurement tools with the communities RTI and partners work with**

- Review available tools and input clinical guidance about suitability
- Work with RTI’s Monitoring and Evaluation Lead to train/support relevant RTI & partner colleagues to safely and appropriately use selected outcome measures

- **Ensure safe practice across RTI’s programmes, holding clinical & safeguarding responsibility for RTI’s direct delivery work and providing clinical & safeguarding guidance to RTI partner organisations as needed**

- Safeguarding focal point for RTI’s therapeutic work
- Hold safeguarding responsibilities: provide support and supervision of safeguarding cases as required according to RTI’s safeguarding policies
- Review and update as needed, RTI’s safeguarding & GDPR policies with RTI Head of Operations
- Support RTI colleagues, associate therapists and RTI partner organisations with clinical reflection on complex cases

Management

- Work closely with RTI Head of Programmes & Senior Leadership Team as relevant e.g., to decide on future RTI partners

- Forecast programmes budgets relevant to your role
- Contribute to / write relevant section of funding bids for RTI clinical programmes work
- **Line management**
 - Support colleagues & consultant therapists to fulfill their role responsibilities to an expected standard
 - Work with RTI Operations team to undertake Human Resources responsibilities including new staff member inductions, and mid-year performance reviews
 - This post will be managed by RTI's Head of Programmes and current Clinical Lead
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Qualifications and Experience:

- At least 10 years' experience of working in therapeutic settings
- A qualified clinician with an integrative, holistic approach
- At least 5 years of leadership and management experience
- Experience working therapeutically with displaced/refugee/asylum seeking communities
- Experience holding safeguarding & clinical responsibility
- An experienced trainer/facilitator
- Excellent at presenting complex material in an accessible and engaging manner
- Experience delivering trainings to groups with mixed genders, languages, cultures, ethnicities, religions, (dis)abilities
- Excellent communication & writing skills in English
- Committed to the RTI mission and to going on a minimum two-year journey with RTI
- Able and willing to travel for work for 25% of the year

Skills and Behaviours:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling RTI values
- Excellent at initiating and managing own work
- Excellent verbal and written communication skills, including ability to effectively communicate with internal and external stakeholders

- Ability to work independently and to carry out assignments to completion within parameters of instructions given, prescribed routines, and standard accepted practices
- Must be able to work under pressure and meet deadlines, while maintaining a positive attitude
- Understands the importance of a supportive working culture and works actively to engage with the team and its rituals
- Delivers work to a high and professional standard
- Has an aesthetic sense for digital content
- Team player, able to work independently and as part of team
- Ability to work sensitively and effectively in diverse multi-ethnic, multi-faith contexts
- Passionate about human rights, social justice and equity

Benefits:

- RTI offers a Psychological Support Fund for its employees who are eligible to apply after the end of the probation period
- RTI offers reflective supervision to all staff

How to Apply:

Please send your CV and motivation letter to dea@refugeetrauma.org by midnight on Tuesday 30th November 2021. In your motivation letter please address the following four points, in no more than two sides of A4:

- What attracts you to this role and working with RTI
- Your relevant experiences that make you suited to this role
- How the way you work values-based, trauma-sensitive & identity-informed
- Why you want to travel as part of your role

For more information on RTI's work please visit our website: www.refugeetrauma.org

Only Shortlisted candidates will be contacted.